

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the Chief Financial Officer

Natwar M. Gandhi
Chief Financial Officer



MEMORANDUM

TO: The Honorable Linda W. Cropp
Chairman, Council of the District of Columbia

FROM: Natwar M. Gandhi
Chief Financial Officer

DATE: November 7, 2002

SUBJECT: Fiscal Impact Statement: "Annual Leave Bank Clarification
Amendment Emergency Act of 2002"

REFERENCE: Draft Legislation as Introduced – No Bill Number Available

Conclusion

Funds are sufficient in the FY 2003 through FY 2006 budget and financial plan to implement the proposed legislation. The expenditure of annual leave for the purposes described in the proposed legislation is limited to the available leave, accrued by District employees and contributed to the shared leave bank. Once accruals in the shared leave bank have been fully expended no additional leave may be applied against employee absenteeism.

Background

Eligible employees may receive annual leave from the employee leave bank managed by the District of Columbia Office of Personnel (DCOP). Currently the purpose of the leave bank is to be the repository of annual leave, contributed by District employees from their own accruals, and conditionally expended for the purpose of offsetting leave costs caused by employee absenteeism due to long-term illness or disability.

The proposed legislation broadens the eligibility for use of accruals in the shared leave bank to those employees who apply because of pregnancy, care of a newborn, or adoption of a child. It also specifies that a leave application filed because of pregnancy, care of a newborn, or adoption of a child, is eligible for leave specifically donated to the employee. Current law limits eligibility for use of time from the shared leave bank to matters of long-term illness or disability. In addition, the proposed legislation limits the total

amount of leave expended for the purposes previously described to no more than 13 weeks.

Financial Plan Impact

Funds are sufficient in the FY 2003 through FY 2006 budget and financial plan to implement the proposed legislation. The proposed legislation does not impact the overall rate of accrual, nor increase the overall eligible employee population.

The authorized expenditure of annual leave will be limited to the available leave accrual. The offsetting leave is accrued by the general population of District employees and contributed from one or more employees to another. All unused leave donated for the purposes of the proposed legislation will revert to the shared leave bank.

The Chief Financial Officer's legislative fiscal analysis is prepared by the Special Projects and Fiscal Analysis Administration in the Office of Research and Analysis. Contact us at 441 4th Street, NW, Suite 400S, Washington D.C., 20001 or view our work on-line at <http://cfo.dc.gov>.